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**HB 520 State Personnel – Job Sharing Arrangements and Tri-Position Identification
Number System (Maryland Workforce Retention, Recruitment, and Reentry Act)
House Appropriations Committee
February 4, 2025
FAVORABLE**

Good afternoon, Chair Barnes and Members of the House Appropriations Committee, I am Tammy Bresnahan, Senior Director of Advocacy for AARP Maryland. We strongly support HB 520, the Maryland Workforce Retention, Recruitment, and Reentry Act. This legislation establishes the Tri-Position Identification Number (Tri-PIN) system to facilitate job-sharing arrangements and enhance workforce flexibility within Maryland's state government.

AARP Maryland recognizes the critical role that older workers play in the workforce, particularly in public service. As our state's population ages, policies that promote flexibility in employment will allow older adults to continue contributing their skills and experience while accommodating their evolving needs.

Why HB 520 Matters for Older Workers

- **Expanding Employment Opportunities:** Older workers often seek flexible work arrangements due to caregiving responsibilities, health considerations, or a desire for phased retirement. The job-sharing provisions in HB 520 offer a pathway for experienced professionals to remain engaged in the workforce without the constraints of full-time schedules.
- **Addressing Workforce Shortages:** Maryland faces ongoing challenges in recruiting and retaining skilled employees in state government. Many older workers have decades of institutional knowledge and expertise. Providing them with part-time employment options through a structured job-sharing system will help mitigate staffing shortages while maintaining essential services.
- **Supporting Economic Security:** Financial stability is a key concern for older adults, particularly those who are not yet ready for full retirement but need additional income. The flexibility created by HB 520 allows older workers to supplement their retirement savings while continuing to contribute meaningfully to the workforce.
- **Encouraging Intergenerational Knowledge Transfer:** Job-sharing arrangements foster mentorship opportunities between experienced employees and newer hires, ensuring that institutional knowledge is passed down and that Maryland's workforce remains strong and well-trained.

HB 520 is a forward-thinking solution that benefits both workers and the state. By implementing a Tri-PIN system to encourage job-sharing arrangements, Maryland will create a more inclusive

and adaptable workforce, enhance recruitment and retention efforts, and provide meaningful opportunities for older workers to remain engaged in public service. For these reasons, AARP Maryland urges a favorable report on HB 520. For questions or follow up, please contact me at tbresnahan@aarp.org or by calling 410-302-8451.